

WICHITA EMPLOYEES' RETIREMENT SYSTEM

The WERS has been providing benefits to civilian employees of the City of Wichita since 1948. The System consists of Defined Benefit [Plan No. 1](#) (a closed plan since 1981), Defined Benefit [Plan No. 2](#), and Defined Contribution [Plan No. 3](#).

All newly hired City of Wichita employees automatically become members of Plan No. 3 until fully vested with 7 years of service. When vested, a decision must be made to remain in the defined contribution Plan No. 3 or convert to the defined benefit Plan No. 2. Those opting to remain in Plan No. 3 will direct the investment of their account within the options provided by Intrust Bank, consisting of employee contributions and matching City contributions. Conversion to Plan No. 2 guarantees to those employees a lifetime benefit upon reaching retirement age of 62.

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PLAN NO. 3

A Defined Contribution Plan (open to all new employees)

Members of Plan No. 3 are civilian employees of the City of Wichita who:

- Were hired on or after January 1, 1994 and
- Have less than 7 years of service **or**
- Have 7 or more years of service and have opted to remain in WERS Plan No. 3

Employee Contribution	➤ 4.7% of salary
City Contribution	➤ 4.7% of salary
Vesting Schedule	<ul style="list-style-type: none">➤ Employee contributions are always 100% vested➤ City contributions are:<ul style="list-style-type: none">★ 25% vested after 3 years service★ 50% vested after 5 years service★ 100% vested after 7 years service
Options when Vested with 7 Years Service	<ul style="list-style-type: none">1) Remain a member of Defined Contribution Plan No. 3, <u>or</u>2) Become a member of Defined Benefit Plan No. 2

Disability Benefits

Service Connected Disability	<ul style="list-style-type: none">➤ Monthly benefit equal to 50% of final salary, or➤ Refund of Plan No. 3 account balance
Non-Service Connected Disability	<p>Must be under age 62 with at least 7 years of service:</p> <ul style="list-style-type: none">➤ Monthly benefit equal to 25% of final salary, or➤ Refund of Plan No. 3 account balance

Death and Survivor Benefits

Active Employee

Employee with:	Designated Beneficiary Receives:
Less than 3 Years of Service	➤ Refund of employee contributions plus return on investments
Between 3 and 5 Years of Service	➤ Refund of employee contributions plus 25% of City contributions and the return on investments
Between 5 and 7 Years of Service	➤ Refund of employee contributions plus 50% of City contributions and the return on investments
7 Years of Service	➤ Refund of employee contributions plus 100% of City contributions and the return on investments

For a more complete description of plan benefits, see Plan No. 3 Manual.

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PLAN NO. 2

A Defined Benefit Plan (closed to non-vested employees)

Members of Plan No. 2 are civilian employees of the City of Wichita who:

- Were hired prior to July 18, 1981 and elected to convert from Plan No. 1 to Plan No. 2
- Were hired on or after July 18, 1981 and prior to January 1, 1994 or
- Were hired after January 1, 1994, have completed at least 7 years of service, and have not opted to remain in WERS Plan No. 3

Members contribute 4.7% of their salary to the pension fund.

Retirement Benefits

Monthly Benefit	➤ 2.25% of final average salary for each year of service ➤ Maximum benefit is 75% of final average salary
Unreduced Benefit Eligibility	➤ Age 62 and 7 years of service
Reduced Benefit Eligibility	➤ Age 55 and 7 years service and ➤ Benefit is reduced 0.6% for each month employee is below age 62

Disability Benefits

Service Connected	➤ Monthly benefit equal to 50% of final salary
Non-Service Connected	Must be under age 62 with at least 7 years of service: ➤ Monthly benefit equal to 25% of final salary

Death and Survivor Benefits

Active Employees

Employee with:

Less Than 7 Years of Service

Designated Beneficiary Receives:

- Refund of employee contributions plus interest **and**
- 1 month salary for each year of service, 6 month maximum

7 Years of Service,
No Surviving Spouse or
Minor Children

Designated Beneficiary Receives:

- Refund of employee contributions plus interest **and**
- 1 month salary for each year of service, 6 month maximum

7 Years of Service,
Surviving Spouse only

Surviving Spouse Receives:

- Monthly benefit equal to 50% of final average salary

7 Years of Service,
Minor Child or Children
only

Minor Child or Children Receive:

- Monthly benefit equal to 20% of final average salary
- Maximum total benefit for all children is 60% of final average salary

7 Years of Service,
Surviving Spouse and a
Minor Child or Children

Surviving Spouse Receives:

- Monthly benefit equal to 50% of final average salary

Minor Child or Children Receive:

- Monthly benefit equal to 10% of final average salary
- Maximum total benefit for Surviving Spouse and Minor Child(ren) is 75% of final average salary

Death and Survivor Benefits

Retired Employees

Retiree with:

No Surviving Spouse or
Minor Children

Designated Beneficiary Receives:

- Partial retirement benefit from first day of month through date of death **and**
- Refund of remaining balance of retiree's contributions plus interest

Surviving Spouse only

Eligible Surviving Spouse Receives:

- Monthly benefit equal to 50% of retirement benefit

Minor Child or Children
only

Minor Child or Children Receive:

- Monthly benefit equal to 20% of final average salary
- Maximum total benefit for all children is 60% of final average salary

Surviving Spouse and a
Minor Child or Children

Eligible Surviving Spouse Receives:

- Monthly benefit equal to 50% of retirement benefit

Minor Child or Children Receive:

- Monthly benefit equal to 10% of final average salary
- Maximum total benefit for Surviving Spouse and Minor Child(ren) is 75% of final average salary

For a more complete description of plan benefits, see Plan No. 2 Manual.

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PLAN NO. 1

A Defined Benefit Plan (closed to new members)

Members of Plan No. 1 are civilian employees of the City of Wichita who were hired prior to July 19, 1981 and did not elect to convert to Plan No. 2 prior to December 18, 1981.

Members contribute 6.4% of their salary to the pension fund.

Retirement Benefits

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| Monthly Benefit | ➤ 2.5% of final average salary for each year of service
➤ Maximum benefit is 75% of final average salary |
| Unreduced Benefit Eligibility | ➤ Any age and 30 years of service or
➤ Age 60 and 7 years of service |
| Reduced Benefit Eligibility | ➤ Age 55 and 7 years of service and
➤ Benefit is reduced (0.05% - 0.5% depending on number of years of service) for each month employee is below age 60 |

Disability Benefits

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|------------------------------|--|
| Service Connected | ➤ Monthly benefit equal to 60% of final salary |
| Non-Service Connected | ➤ Under age 60 and at least 7 years of service
➤ Monthly benefit equal to 30% of final average salary plus 1% for each year of service in excess of 7 years
➤ Maximum benefit is 50% of final average salary |

Death and Survivor Benefits

Active Employees

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| Employee with:
No Surviving Spouse or
Minor Children | Designated Beneficiary Receives:
➤ Refund of employee contributions plus interest and
➤ 1 month salary for each year of service, 6 month maximum |
| Surviving Spouse only | Surviving Spouse Receives:
➤ Monthly benefit equal to 50% of final average salary |
| Minor Child or Children
only | Minor Child or Children Receive:
➤ Monthly benefit equal to 20% of final average salary
➤ Maximum total benefit for all children is 60% of final average salary |
| Surviving Spouse and a
Minor Child or Children | Surviving Spouse Receives:
➤ Monthly benefit equal to 50% of final average salary
Minor Child or Children Receive:
➤ Monthly benefit equal to 10% of final average salary
➤ Maximum total benefit for Surviving Spouse and Minor Child(ren) is 75% of final average salary |

Death and Survivor Benefits

Retired Employees

Retiree with:

No Surviving Spouse or
Minor Children

Designated Beneficiary Receives:

- Partial annuity from first day of month through date of death **and**
- Refund of any remaining balance of retiree's contributions plus interest and
- Funeral benefit of \$1,500

Surviving Spouse only

Eligible Surviving Spouse Receives:

- Monthly benefit equal to 50% of the retirement benefit at date of death and
- Funeral benefit of \$1,500

Minor Child or Children
only

Minor Child or Children Receive:

- Monthly benefit equal to 20% of final average salary
- Maximum total benefit for all children is 60% of final average salary
- Funeral benefit of \$1,500

Surviving Spouse and a
Minor Child or Children

Eligible Surviving Spouse Receives:

- Monthly benefit equal to 50% of retirement benefit **and**
- Funeral benefit of \$1,500

Minor Child or Children Receive:

- Monthly benefit equal to 10% of final average salary
- Maximum total benefit for Surviving Spouse and Minor Children is 75% of final average salary

For a more complete description of plan benefits, see Plan No. 1 Manual.

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